



WE'RE EXPANDING TO SERVE YOU BETTER

CPS Board Gains Nationwide Presence



CPS is proud to announce the recent additions of the City of Las Vegas and the State of Wisconsin Department of Employment Relations (DER) to its distinguished list of Board Member Agencies.

"Our new members bring extensive HR experience and knowledge to our Board," said Pam Stewart, Executive Director at CPS. "Their expertise will enable us to continue our growth across the country and enhance our ability to deliver services."

The City of Las Vegas and the State of Wisconsin DER join the existing member agencies which include the: California State Personnel Board, City of Anaheim, City-County of San Francisco, County of Sacramento, County of Sonoma, East Bay Municipal Utility District, and Hayward Unified School District.



Please see page 2 for more information on the new Board members.

CPS Opens Regional Office

CPS opened a Regional Office located in Madison, Wisconsin. "We are excited and energized by what this new office brings to our clients," said Pam Stewart, Executive Director at CPS. "By providing a regional office, we are able to continue our commitment of providing public agencies with superior HR services nationwide." The new office, overseen by new client services manager Bob Lavigna, will serve as the main point of contact for CPS' Midwest and East Coast clients.

CPS-Regional Office

17 Applegate Court, Suite 201
Madison, WI 53713
608.273.1613 • 877.645.6823 (toll free)
Fax: 608.273.4739

ROBERT LAVIGNA JOINS CPS EXECUTIVE TEAM



Robert J. Lavigna joins CPS as client services manager, responsible for developing and managing business in the Midwestern and Eastern United States. "I feel fortunate to be joining such a talented team of HR professionals," said Bob Lavigna. "I'm honored to have a significant role in expanding the quality HR services that CPS is known to provide."

Previously, Lavigna served as administrator of the Division of Merit Recruitment and Selection for the State of Wisconsin Department of Employment Relations. During his tenure in Wisconsin, Lavigna's division was credited with implementing changes to the state's merit system which received national recognition for improving service and responsiveness. From 1998 to 2000, Lavigna also served as director of "Working Together," a successful labor-management cooperation program conducted with the 27,000 member Wisconsin

State Employees Union, state agencies and the University of Wisconsin System.

In addition, Lavigna has received several national leadership awards, including selection as a "Public Official of the Year" by Governing magazine in 2000. He has also received the highest individual leadership awards from the International Personnel Management Association (IPMA) and the National Association of State Personnel Executives (NASPE).

Mr. Lavigna serves on the IPMA Executive Council and is chair of the IPMA/NASPE Benchmarking Committee. He also serves as National Chair of the American Society for Public Administration Section on Personnel Administration and Labor Relations.

Bob Lavigna can be reached toll-free at 877.645.6823 or email bob@cps.ca.gov.



241 Lathrop Way
Sacramento, CA 95815

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HR SEMINAR SERIES

CPS offers training seminars on a variety of HR topics. For more information or to sign up for a seminar, please contact Dr. Howard Fortson at 916.263.3644 ext. 3049 or e-mail howard@cps.ca.gov.

HR SEMINAR SERIES

September 2001

Item Writing—Sacramento
Test Administration and Security—Los Angeles

November 2001

Job Analysis—Sacramento
Test and Item Analysis—Sacramento

March 2002

Item Writing—Los Angeles
Test and Administrative Security—Sacramento

May 2002

Job Analysis—Los Angeles
Test and Item Analysis—Los Angeles

September 2002

Item Writing—Sacramento
Test and Administration Security—Los Angeles

November 2002

Job Analysis—Sacramento
Test and Item Analysis—Sacramento

FULL SERVICE. FULLY CAPABLE

From HR consulting services to providing customized employment tests, CPS is the leader in providing solutions for your human resource and testing needs. We specialize in providing human resource services exclusively for public agencies. Here is a list of services we can provide your agency:

HUMAN RESOURCE CONSULTING SERVICES

ASSESSMENT CENTERS	PERFORMANCE MANAGEMENT
CLASSIFICATION AND PAY STUDIES	POLICIES AND PROCEDURES DEVELOPMENT
DISPUTE MEDIATION	RENT-A-PERSONNEL PROFESSIONAL
EXECUTIVE SEARCHES	RECRUITMENT
FACT FINDING/INVESTIGATIONS	STRATEGIC COMPENSATION SYSTEM DESIGN
GROUP FACILITATION	STRATEGIC PLANNING
HUMAN RESOURCE TRAINING	SUCCESSION PLANNING/ LEADERSHIP
JOB ANALYSIS	TEST ADMINISTRATION
MENTORING/CAREER DEVELOPMENT	TEST DEVELOPMENT AND VALIDATION
ORGANIZATIONAL DEVELOPMENT	TEST RENTAL AND SCORING
PARTNERING AND CONFLICT RESOLUTION	WORK PROCESS REDESIGN
PAY SURVEYS	

CPS TEST CATALOG AVAILABLE ON-LINE

The CPS Test Catalog can now be accessed via the Internet. Simply log on to the CPS website at www.cps.ca.gov/testcatalog and view the many test products and services we offer. From review copies and customized tests to complete test administration services, we have the knowledge, instruments and experience to meet all of your testing needs. Orders can be placed and paid for directly on-line by completing the agency data profile form. As always, our test rental representatives are available to answer your questions by calling 916.263.3600.





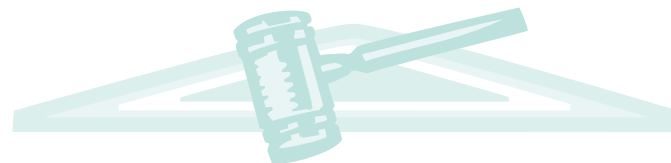
PAM STEWART
CPS Executive Director

A MESSAGE FROM THE CPS EXECUTIVE DIRECTOR

During the last year, CPS has dramatically expanded its services throughout the United States and Canada. In addition to an increase in our test rental services, we have assisted other states with workforce planning, organizational restructuring and test development and administration. We have augmented our strengths and resources, including the adding of the City of Las Vegas and the State of Wisconsin Department of Employment Relations to our Board of Directors and opening a Regional Office in Madison, Wisconsin.

Simply put, we create strategic partnerships and alliances to deliver superior products and services. To this end, we remain current on the issues that affect our clients today and prepare for what they will face tomorrow.

Our commitment to excellence remains driven by providing innovative solutions relevant to the changing needs of the human resources industry. What CPS clients expect in terms of extraordinary HR consulting, testing and assessment services will continue to dictate the course and direction of our business.



CPS WELCOMES NEW BOARD MEMBERS

CPS is pleased to announce the addition of four new members to its Board of Directors:



CLAUDETTE ENUS,
Director of Human Resources,
City of Las Vegas

Ms. Enus serves as the Director of Human Resources for the City of Las Vegas and currently serves on the Nevada State Personnel Commission. Prior to joining the City of Las Vegas, Ms. Enus was HR Manager of the City of Las Vegas Housing Authority and also served as commissioner to the local Government Employee Management Relations Board. From 1994-1996 she was appointed Secretary of Labor for the Federal Committee on Apprenticeship. From 1980-2000 she served on the State Council on Occupational Education. Ms. Enus has also worked in the private sector as Labor Relations Manager for Reynolds Electrical and Engineering Company.



RICHARD IDE,
Personnel Director, Hayward Unified
School District

Mr. Ide supervises a full range of human resources activities to include compensation, classification, labor relations, staff development, discipline, and negotiations. He also serves as primary consultant to the Board of Trustees and Personnel Commission on all classified matters. Prior to his tenure in school personnel management, Mr. Ide was employed by Los Angeles County in their Personnel and Sheriffs' Departments from 1969 thru 1978. He is a past president and honorary life member of the Southern California Personnel Management Association and is active in various regional and statewide personnel commissioner associations.



PETER D. FOX,
Secretary, Wisconsin Department of
Employment Relations

Mr. Fox has served as secretary of the Wisconsin Department of Employment Relations (DER) since January 1999. In February 2001, Governing magazine selected Wisconsin as one of only three states to receive an "A" rating in the "Grading the States" performance measurement project. The rating was given in part because of "Working Together," a nationally recognized labor-management cooperation program conducted in partnership with the 27,000-member Wisconsin State Employees Union (WSEU). The program recently received the Rooney Award, NASPE's most prestigious honor. Mr. Fox co-chairs the program with WSEU executive director Martin Beil. Mr. Fox joined state government in 1994 as director of public information for the University of Wisconsin System Administration. From 1973 until 1994 Fox was a reporter, city editor, and editor-in-chief at newspapers in Madison, WI; Billings, MT; and Racine, WI.



RAYMOND MYERS,
Director of Human Resources,
County of Sonoma

Mr. Myers replaces past Sonoma County Human Resources Director Richard Gearhart. Mr. Myers administers the County's comprehensive human resources programs, including recruitment, classification, labor relations, equal employment opportunity, volunteer and intern program, and training. He was instrumental in gaining enthusiastic approval of the County Administrator and Board of Supervisors for a Vision of Service Resolution, a blueprint for involving managers in County policy formation efforts and professional development. Mr. Myers was a human resources practitioner in Oregon local government since 1973. He came to Sonoma County in 1981 as the first Employee Relations Manager. He has also been a corrections officer and a journalist.

ANNUAL IPMAAC 25th CONFERENCE

CPS HOSTS HOSPITALITY SUITE AND PRESENTS SEMINARS

CPS was well represented at the 25th Annual IPMAAC Conference held in Newport Beach, California, in early June. In celebration of the conference CPS hosted a hospitality suite. This forum offered the opportunity to visit with current clients, explore potential projects with future clients, and network with leading assessment specialists from around the country.

Ten attendees from CPS presented seminars on the latest trends that have an impact upon the public sector HR arena. The topics and presenters are listed below.

*Effective Solutions:
Practical Issues vs.
Theoretical Guidelines
for HR Programs*
Alisa Dobbins, Ph.D.
Victoria Quintero
Patricia Young

*Maximizing Personality
Validity Coefficients
through Empirical Keying*
Bruce Davis, Ph.D.

*Online Testing: A Budding
Love Affair with Emergent
Technology*
Bruce Davis, Ph.D.
Victoria Quintero

*The Inside Track: How
Testing Professionals
Perform a Job Analysis*
Howard Fortson, Ph.D.
Kathy Tinios
Jeanné Makiney, Ph.D.

Our selection experts are preparing for next year's conference in New Orleans. If you would like to collaborate on a presentation that discusses work in your agency or if you are interested in receiving information on any of the above topics, please call Dr. Bruce Davis at 916.263.3600 or email bruce@cps.ca.gov.

SEMINAR HIGHLIGHT

Job Analysis Linkup Study: A Model for Transporting the Validity of the Candidate Physical Ability Test (C-PAT)

Matthew Gruver • Vince MacManus • Jack Clancy

CPS employees presented a tutorial at the IPMAAC 25th Annual Conference to show other agencies how to conduct a transportability study for using the CPAT. The CPAT is quickly becoming the standard for assessing entry-level firefighter candidates' potential physical performance. The CPAT was developed through the Fire Service Joint Labor Management Wellness/Fitness Initiative, a collaborative study by the International Association of Fire Fighters (IAFF), the International Association of Fire Chiefs (IAFC), and ten United States and Canadian fire departments. In addition to improving firefighter performance, the initiative sought to develop a physical performance measure that would provide a legally defensible, standardized procedure for assessing firefighter candidates' potential physical performance. A comprehensive report of this research is contained in The Fire Service Joint Labor Management Wellness/Fitness Initiative Candidate Physical Ability Test (1999). As indicated in the report, validity evidence obtained through this multi-agency effort removed

the requirement for conducting separate research for each of the ten participating agencies. However, the report noted, " ...the general reputation of this test's validity will be insufficient under the Uniform Guidelines to prove its validity for other cities or counties outside of the group of ten jurisdictions involved in the validation study. Other jurisdictions that wish to adopt the CPAT must provide evidence of its validity as required for content valid studies under the Uniform Guidelines."

This is where CPS can help. CPS has extensive experience in firefighter selection and job analysis, in addition to the expertise and skills required for conducting transportability studies as mandated for using the CPAT. Sample studies include a transportability study conducted in May of 2000 to link the validity evidence gathered in the CPAT research to entry-level firefighter requirements practiced at the City of El Paso Fire Department. More recently, CPS conducted a similar study for the City of Tucson. For more information, please contact Vince MacManus at 916.263.3600 or email vince@cps.ca.gov.

*"CPS can help make
using the CPAT and other valid
assessment procedures viable
choices for your agency."*